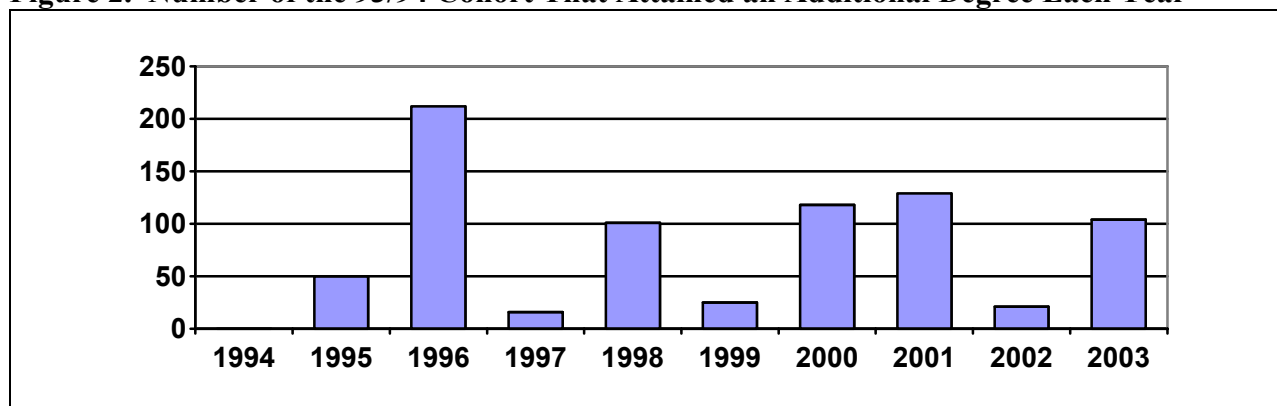


**Table 5. Mobility by Race and Entry-Level Program Type in the 83/84 Cohort**

% Advancing Beyond Entry-Level Degree:	In the first 10 years			Over 20 years		
	Diploma	ADN	BSN	Diploma	ADN	BSN
Whites	19.1%	13.4%	11.7%	25.0%	25.4%	25.6%
Minorities	9.1%	17.1%	13.7%	27.3%	39.4%	19.5%
Chi-Square p-value	0.4301	0.2585	0.546	0.8650	0.0024	0.2186

### Educational Mobility Patterns in the 93/94 Cohort

Approximately 17% of the 93/94 cohort extended their education by at least 1 degree beyond their entry level during the first 10 years of their career, which is slightly higher than the 13% demonstrated by the 83/84 cohort. In addition, the sheer number of RNs extending their education in that time frame more than doubled, from a total count of 390 in the 83/84 cohort, to a total count of 734 in the 93/94 cohort. This increase is due, to some extent, to the fact that the 93/94 cohort is about 147% larger than the earlier group. Yet, if their rates of educational mobility were the same, we would expect to see only about 573 members of the 93/94 cohort attaining an additional degree by 2003, not the 734 that actually extended their education.

**Figure 2. Number of the 93/94 Cohort That Attained an Additional Degree Each Year**

Note: A total of 734 cohort members (17.4% of the total 4,211) attained 1 or more additional degrees beyond their entry-level degree during the first 10 years in practice.

Table 6 reports the number and percent of RNs from the 93/94 cohort who maintained or moved beyond their entry-level education. Repeating a pattern seen in the 83/84 cohort, RNs beginning in a hospital diploma program were significantly more likely (based on the results of a t-test of proportions with a p-value = 0.05) to extend their education (36.2%) in the first 10 years than those starting in an ADN program (15.4%) or a BSN program (17.7%). This difference in educational mobility during the first 10